

**Hawaii State Apprenticeship Council
Department of Labor and Industrial Relations
Keelikolani Building Rooms 310-314
830 Punchbowl Street Honolulu Hawaii**

MINUTES OF MARCH 29, 2019 MEETING

Members Present: Gregg Serikaku
Joseph Ferrara
Rick Subiono
Terry Uyehara
Dale Sakamoto-Yoneda
Jody Serikawa
Michael Barros

Guests: George Massengale
Guy Shibayama
Fumiko Takasugi
Travis Yara
Juan Uribe
Michele Kimura
Robert Aquino
Stan Fichtman
Edmund Aczon
Mimi Sroat
Ronallynn Arakaki

DLIR Staff: Scott Murakami, Director
Leonard Hoshijo, Deputy Director
Elaine Young, Administrator
Carol Kanayama
Edgar Fernandez
Harrison Kuranishi

I. Call to Order

Greg Serikaku, Chair, called the meeting to order at 1:31 p.m.

II. Welcome and Introductions

State Apprenticeship Council members and guests introduced themselves.

III. Approval of Minutes

The December 18, 2018, SAC meeting minutes were approved.

IV. Reports

A. State Report *Workforce Development Division (WDD)*

Harrison Kuranishi, Program Specialist, Workforce Development Division, reported on the status of apprenticeship programs that was included in the meeting packet. Highlights of the report were the following:

- Restaurant Manager Apprenticeship Program of Kapiolani Community College, and IT Analyst Apprenticeship Program of Queen's Health System were approved based on the recommendation of the SAC.
The first cohort of RTI classes for Restaurant Manager starts in April 2019. The IT Analyst Apprenticeship Program of Queen's Health System has 4 registered apprentices.
- Apprenticeship 101 for Job Counselors was conducted at the American Job Center on March 1, 2019 with more than 50 participants.,
- Job Accommodation Network Training was held on March 6, 2019.
- Windmills Training was held on January 15-17, 2019
- State Apprenticeship Expansion grant on-site review was conducted by USDOL-ETA Region 6 staff was conducted on March 12-14, 2019.
- Apprenticeship Foundation Training for Apprenticeship Training Representatives will be held April 16-18, 2019. The training will be conducted by USDOL-Office of Apprenticeship staff.
- Voluntary deregistration of PECA-HEW Electrical Wireperson Apprenticeship Program

B. Honolulu Community College Report

Fumiko Takasugi, Interim Dean of Apprenticeship, Honolulu Community College, presented the report, which is summarized below.

- The college needs to continue outreach efforts through initiatives such as Construction Academy and Non-Credit Workforce and develop Early High School programs at the DOE level.
- Current enrollment in Apprenticeship is 2,540. There are 401 classes and 200 instructors,
- Need for professional skills focus on assessment and assistance with evaluations will be the focus in teacher training.
- Pearl Harbor had 358 students for 2018 and HCC has a 5-year contract to continue the Apprenticeship partnership.

C. Apprenticeship and Training Coordinators Association of Hawaii (ATCAH)
Report

ATCAH President, Rick Subiono, read his report that highlighted the following:

- Last meeting was held in February at Waimanalo Job Corp. This will be an annual event.
- ATCAH meetings are quarterly and the focus is compliance with DLIR on EEO and identification of disabilities.
- The next ATCAH meeting is scheduled for April 17, 2019.

V. Changing the Perception of Disability

Travis Yara, Training Coordinator, Hawaii Electricians Training Fund, shared insights on the Windmills training that he attended. His training proved useful when they had an applicant who disclosed that he has a disability and requested accommodations.

He went over an exercise called the “Rumor Game” that depicts the importance of communication in the workplace. The exercise was participated by SAC members Michael Barros and Dale Sakamoto-Yoneda, Michelle Kimura of Kauai Coffee Company, and Robert Aquino of Hawaii Electricians Training Fund.

VI. New Business

- A. Review and Recommendation on the Request for Temporary Change of Ratio for Electrician Apprenticeship Program of Kauai Coffee Company from the current 1 apprentice to 1 journeyworker, to 2 apprentices to 1 journeyworker.

Michele Kimura, Human Resource Manager, and Juan Uribe, Maintenance Manager, presented their request to the SAC members.

Kauai Coffee Company is having a hard time finding qualified journeyman Electricians and it's been two years that they are recruiting for these positions. They currently have only one Journeyworker Electrician and in the meantime that they are looking for Journeyworker Electricians, they are requesting for a temporary change of the ratio for Electrician from 1 apprentice to 1 journeyworker to 2 apprentices to 1 journeyworker.

Mr. Uribe informed the members that he is the only Electrician journeyworker and he also manages other company operations.

According to Mr. Uyehara, state law requires a ratio of 1 apprentice to 1 licensed journeyworker Electrician for individuals performing electrical work. He explained that the proposed 2 apprentices to 1 journeyworker ratio will not be in compliance

with the statutes. He made reference to Chapter 444-9-5, Hawaii Revised Statutes, as basis of the 1 apprentice to 1 journeyworker ratio. Other SAC members also raised their concern over the safety and supervision of the apprentices considering that the sole Electrician journeyworker of Kauai Coffee Company is responsible to supervise the apprentices and manage company operations.

Carol Kanayama, Program Officer, Workforce Development Division, DLIR, asked if the SAC will be willing to recommend approval of the request for temporary change of 2 apprentices to 1 journeyworker ratio if the Department of Commerce and Consumer Affairs allows Kauai Coffee Company to use the ratio. The members clarified even if DCCA allows an exception for Kauai Coffee Company, they still recommend disapproval of the request because of safety concerns. The salary/pay of Electrician journeyworker may also be a hiring issue of Kauai Coffee Company that they should address to attract applicants.

SAC recommended disapproval.

B. Review and Recommendation on Proposed Optometry Assistant Apprenticeship Program of Kapiolani Community College.

George Massengale, Health Apprenticeship Coordinator, and Stan Fichtman, Program Manager gave a brief overview of the proposed program.

Kapiolani Community College will be the sponsor for the Optometry Assistant Program. The program will be for employers who are not members of the Hawaii Optometry Association but would like to participate in the apprenticeship program. The on-the-job learning and related training instruction components of the KCC Optometry Apprenticeship Program is the same with the previously approved Optometry Assistant Programs.

Director Scott Murakami and other SAC members asked the following questions that were not sufficiently addressed:

- a. What is the need of a new Optometry Assistant Apprenticeship Program when there are currently four (4) registered Optometry Assistant apprenticeship programs?
- b. How many employers are anticipated to participate in the proposed KCC Optometry Assistant Apprenticeship Program?
- c. How many incumbent workers and new hires are expected to be registered in this program?
- d. Most of the apprentices in Culinary (Cook) and Healthcare programs are incumbent employees. What is the percentage of apprentices who are new hires? What is the retention rate of new hires who completed the program for both Culinary and Healthcare?
- e. How many completed the different Healthcare programs under KCC? How many participants completed pre-apprenticeship?

Director Murakami also asked KCC's sustainability plan to ensure continuity of the programs after the grant ends. He added that Apprenticeship should have a structured pathway and KCC does have an option by making it a credit program and taking advantage of Title IV and wrapping it into Hawaii's Promise to be sure of ongoing support. This is one option of KCC to continue to fund apprenticeship.

Mr. Fichtman answered that KCC's plan is for larger healthcare providers to see the value in apprenticeship and absorb the cost.

Ms. Kanayama shared that sustainability is part of the contract requirements between grantee and KCC as subrecipient.

SAC recommended approval.

Notwithstanding the SAC's recommendation, the Director stated that he will approve the proposed program after KCC submits a sustainability plan.

C. Review and Recommendation on the Revised Standards of Apprenticeship of the following programs of Hawaii Electricians Training Fund:

1. Wireperson (Electrician) Apprenticeship Program
2. Telecommunications/CATV Installer Technician Apprenticeship Program

SAC Member Terry Uyehara recused himself.

Mimi Sroat and Robert Aquino of Hawaii Electricians Training Fund, presented the proposed revised Standards of Apprenticeship for the Wireperson Apprenticeship Program. Ms. Sroat highlighted the revisions in the standards, particularly the preparatory boot camp that was added as a minimum qualification for the program.

SAC recommended approval.

Ms. Sroat went over the revisions for the Telecommunications/CATV Installer Technician Apprenticeship Program that also include the boot camp requirement.

SAC recommended approval.

VII. Unfinished Business

None

VIII. Announcements

A. Next Meeting

Members will be canvassed on their availability.

B. Other

None

IX. Adjournment

The meeting was adjourned at 3:24 p.m.

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